



GREENSAND
MULTI ACADEMY TRUST

Appraisal Framework

**Supporting staff to
'step into their greatness'**



1. Wellbeing Feedback
2. Appraisal - A brief History
3. Framework Guiding Principles
4. Entitlement





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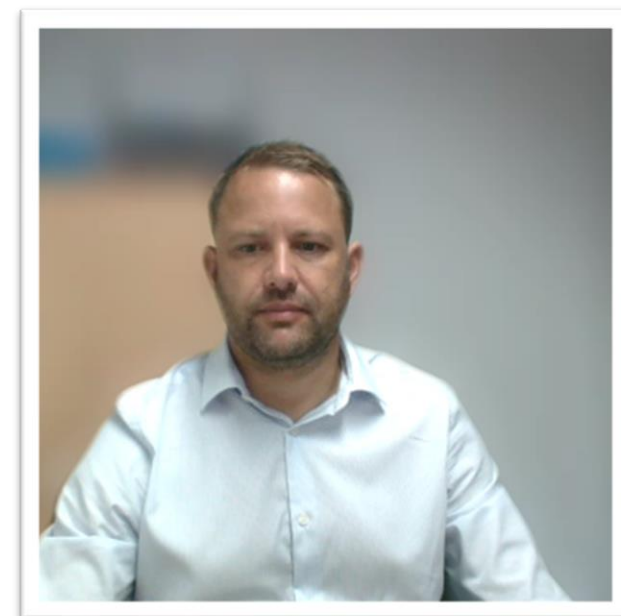
Listen.
Learn.
Lead.

1. How satisfied are you with the appraisal process?
2. How easy or difficult is it to approach your line manager with a complaint?
3. How well do the professional development opportunities available to you suit your needs?
4. How satisfied are you with opportunities for career progression?





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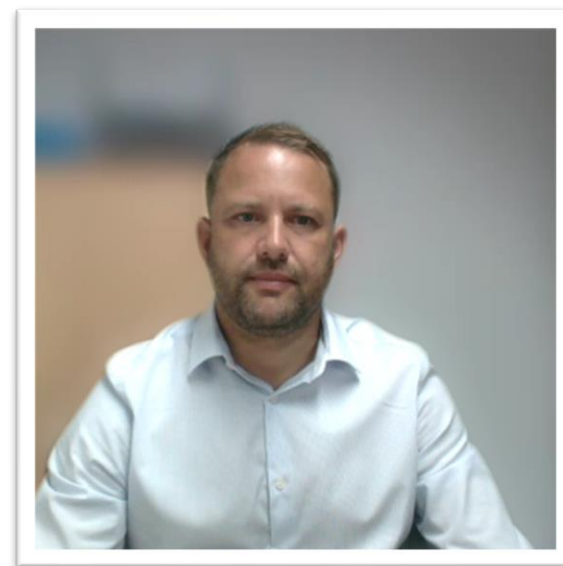


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"even better tomorrow than we are today"

Greensand Mission Statement



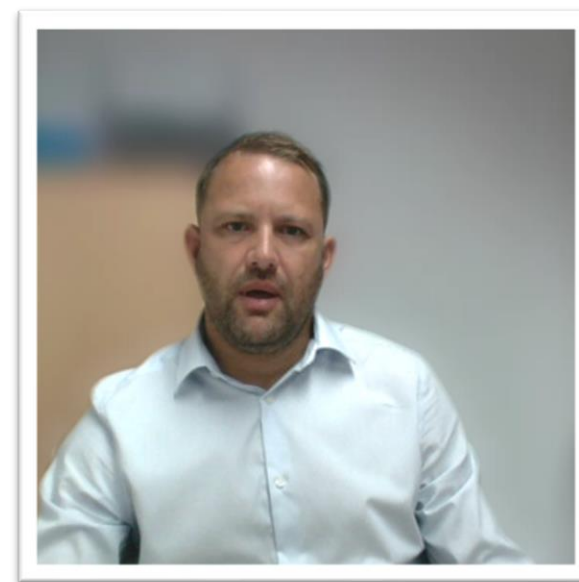


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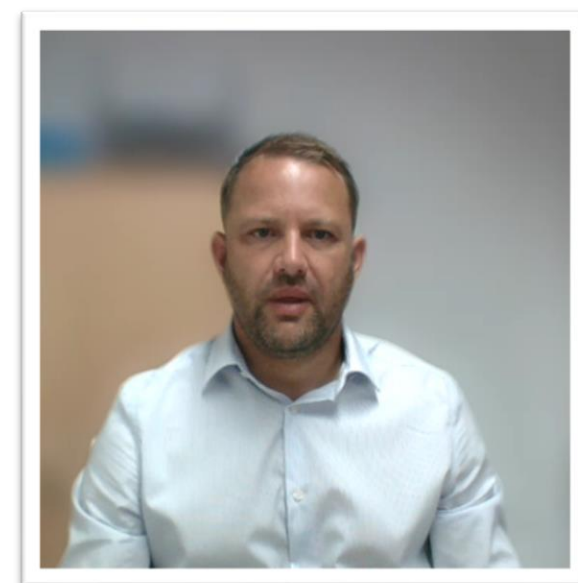
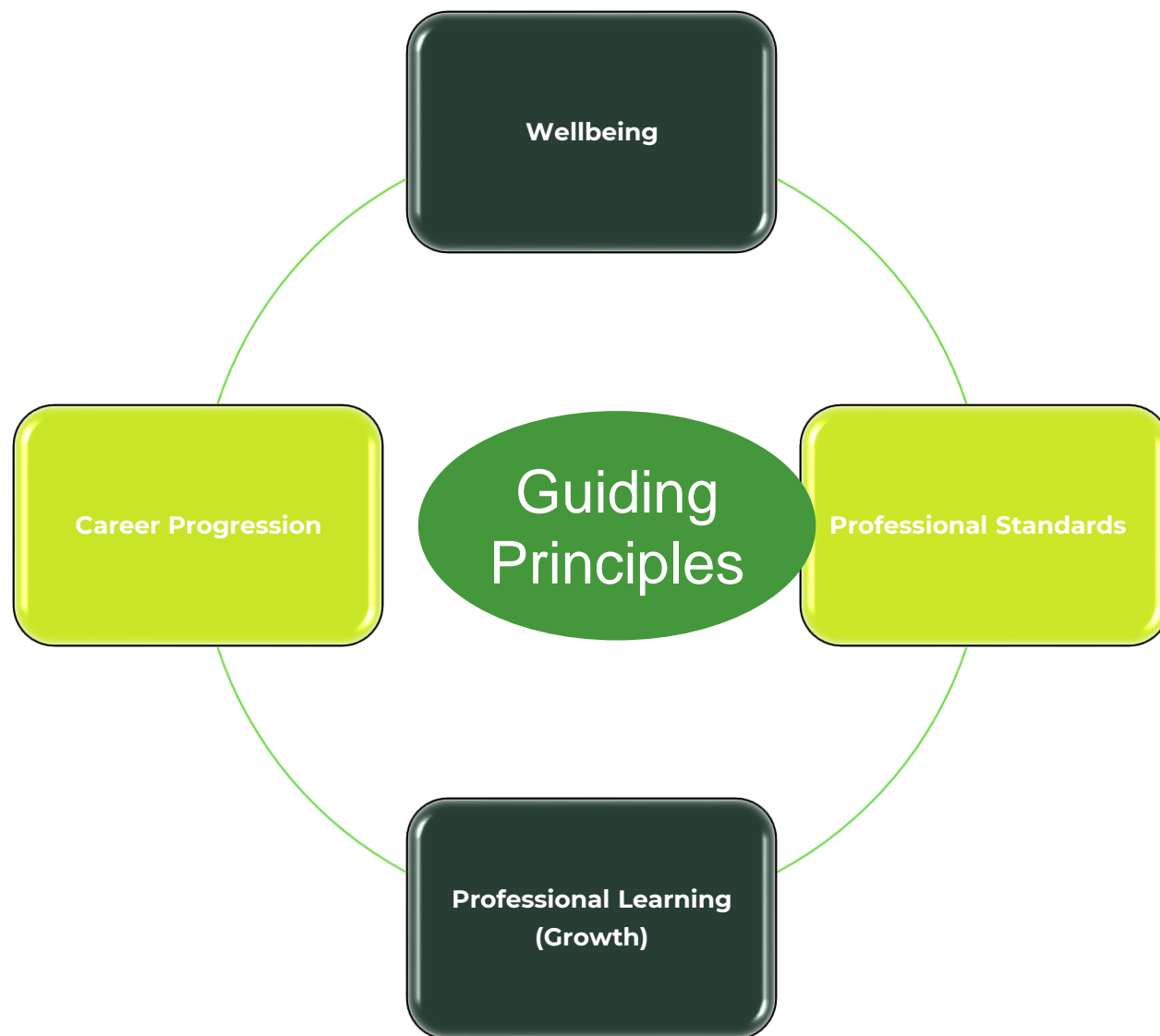


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words have power

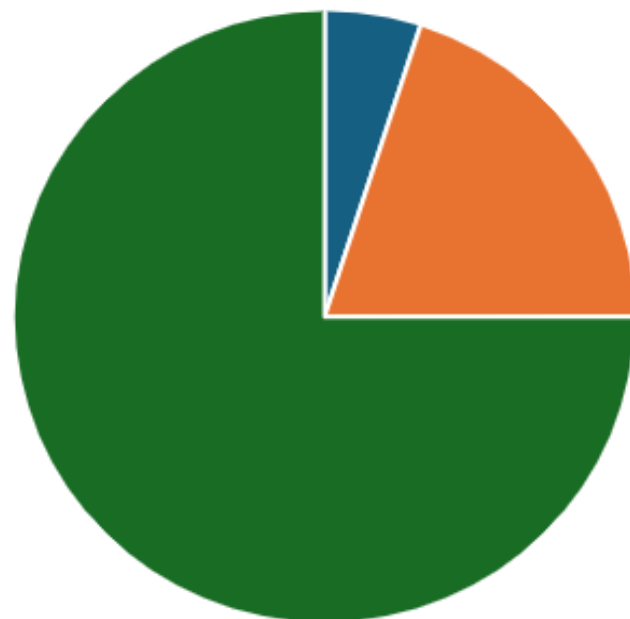
1. A transparent appraisal framework and policy with guiding principles.
2. Clear, balanced and consistent assessment and feedback on job performance.
3. Three scheduled appraisal meetings per year.
4. Wellbeing and Career conversations integral to the process.



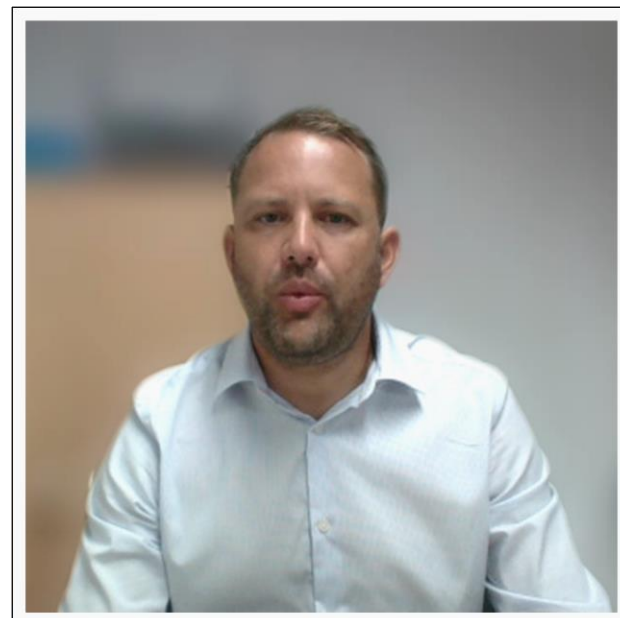


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Appraisal Meeting Weighting



- Attendance, Professional Standards, Professional Behaviours 5%
- Wellbeing 20%
- Professional Learning & Careers 75%





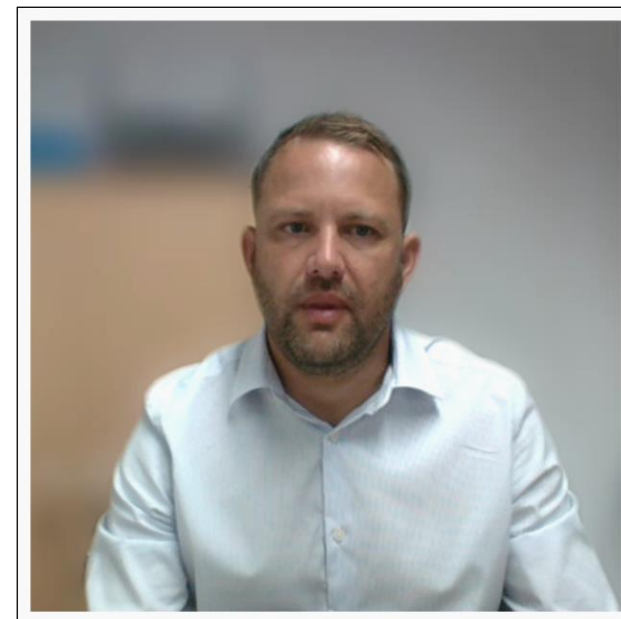
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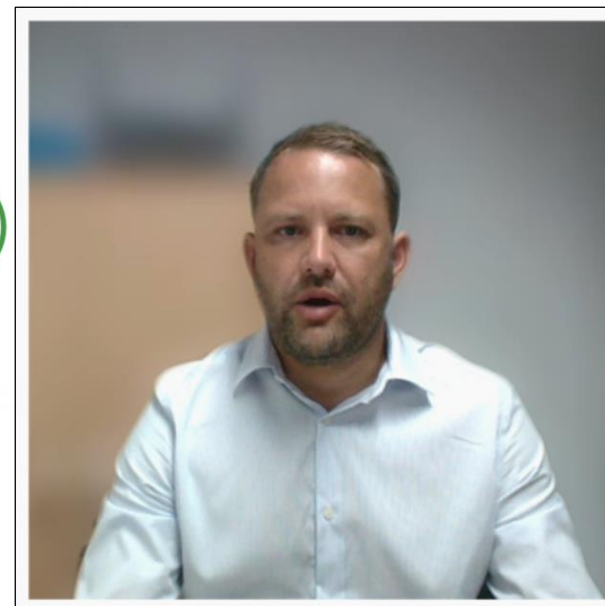
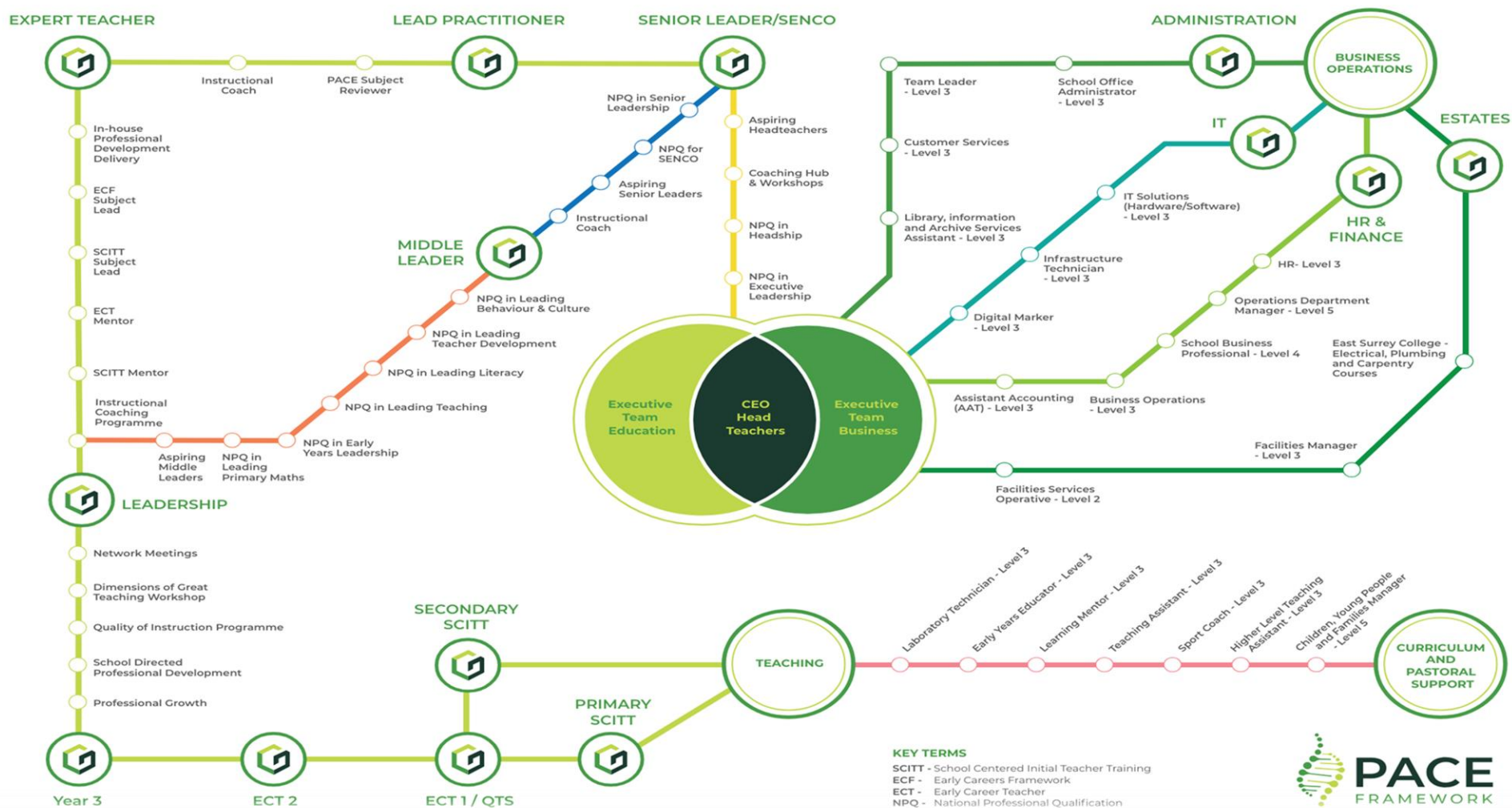


Wellbeing needs are focused on the six primary causes of work-related stress:

- 1.Demands**
- 2.Control**
- 3.Support**
- 4.Relationships**
- 5.Roles**
- 6.Change**

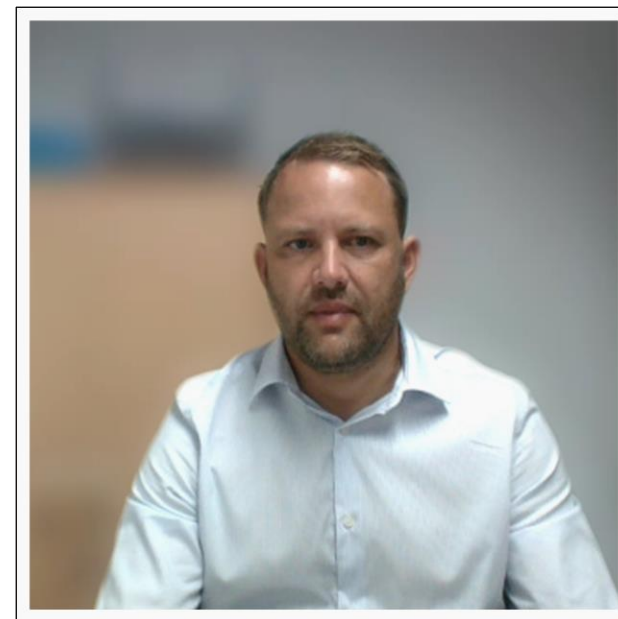


PROFESSIONAL DEVELOPMENT PATHWAYS





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